



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Brown  
**Respondent:** London Borough of Waltham Forest  
**Heard at:** East London Hearing Centre  
**On:** 25 July 2022  
**Before:** Employment Judge Burgher

## Appearances

**For the Claimant:** In person  
**For the Respondent:** Mr T Wilding (Counsel)

*This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.*

## JUDGMENT

- 1 The Tribunal does not have jurisdiction to consider the Claimant's claim for constructive unfair dismissal this claim having been presented outside the statutory time limit when it was reasonably practicable to present it in time. This claim is therefore dismissed.
  
- 2 The Tribunal does not have jurisdiction to consider the Claimant's claims for:
  - 2.1 failure to make reasonable adjustments;
  - 2.2 Discrimination arising from disability;
  - 2.3 disability discrimination harassment;
  - 2.4 indirect sex discrimination; and
  - 2.5 race discrimination.

**These claims have been presented outside the statutory three month time limit and it is not just an equitable to extend time. These claims are therefore dismissed.**

**3 The full merits hearing in respect of the Claimant's equal pay claim is listed to take place on 24, 25 and 26 January 2024.**

**Employment Judge Burgher  
Dated: 25 July 2022**